



# Tapping Local Talent

## Business benefits of hiring foreign-trained professionals

### Better able to compete in a global economy

*Many New Americans are bilingual or multilingual, creating the opportunity to increase growth and access new markets.*

### Increased diversity

*In a global economy, being culturally competent is imperative. Ensuring staff have cultural sensitivity and different perspectives can help increase innovation.*

## Ways to create a recruitment pipeline

### Connect with local organizations serving New Americans

*Find a list of organizations [here](#).*

### Promote inclusive hiring and cultural sensitivity

*Test competencies instead of requiring specific education or experience.*

### Create a welcoming environment

*Foster a work setting where differences are valued and appreciated.*

## Fast Facts

### on New Americans in Maryland

**1 in 7** Marylanders was born in another country

- **More than half** (51.2%) are U.S. citizens
- **Nearly two-thirds** (62.5%) speak only English or speak English very well
- **Nearly two-thirds** (61.2%) have at least some post-secondary education

Marylanders born abroad are vital to Maryland's workforce across industries, making up about **1 in 5 workers in the state**

Marylanders born in a foreign country represented **22.7% of all STEM (Science, Technology, Engineering, and Mathematics) workers** in the state in 2018

Marylanders born outside of the US represented **26% of all nurses** in the state in 2018

Source: American Community Survey 2018 ACS 5-Year Estimates Data Profiles

**Want to learn more?** Contact Joana Winningham, New Americans Initiative Coordinator, Maryland Department of Labor, [joana.winningham@maryland.gov](mailto:joana.winningham@maryland.gov) or 410-767-2822